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RULES

OF THE

COOPERAGE COOPERS' FAIR TRADE UNION

OF

Great Britain and Ireland.

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JOURNEYMEN HATTERS'
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from Mr. J. J. Hall General Secretary
Journeymen Hatters' Fair Trade Union
of
Great Britain and Ireland
April 7. 1915

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RULES

OF THE

Journeymen Hatters' Fair Trade Union

OF

GREAT BRITAIN & IRELAND

London:
WILKES & COMPANY, PRINTERS,
88, Walworth Road, S.E.
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JOURNEYMEN HATTERS' FAIR TRADE UNION

OF

GREAT BRITAIN AND IRELAND.

ALTERATION OF RULES,

By Revisory Committee as agreed by Members, August, 1908.

ALL PREVIOUS RULES RESCINDED.

RULE 1.

Name, Objects and Constitution of Society.

NAME.

1. This Society shall be called and known by the name of the Journeymen Hatters' Fair Trade Union of Great Britain and Ireland; the General Office of which shall be 124, Blackfriars Road, S.E., in the County of London, until otherwise ordered by the vote of the members.

OBJECTS.

2. The objects for which this Society is established are:

(1) To provide funds for the following purposes:—The assistance of members (*a*) when out of work; (*b*) in sickness; (*c*) emergencies; (*d*) the burial of members and their wives;

(2) The promotion of the general welfare of its members.

(3) Their trade rights and privileges; and

(4) For regulating the relations between the workmen and employers.

CONSTITUTION.

3. All money subscribed or paid, and all property acquired for the purposes before mentioned, in whatever custody, and of whatever nature, shall and will belong to the whole Society, and is hereby absolutely and for all purposes vested in the General Trustees of the Society for the time being, for the use and benefit of its members in accordance with Rule 9, Sec. 1.

INSPECTION OF BOOKS.

4. A list of the members, and all books and accounts of the Society kept at each Turnhouse and at the General Office, shall be open at all reasonable times to the inspection of all free members and every other person having an interest in the funds, on application to the Executive Committee, or District Committee, as the case may be.

RULE 2.

Contributions.

1. The following scale of contributions shall be compulsory on all members working at the trade, viz.: For ordinary members 1s. per week for the whole of each year. For registered members over 60 years 10d. per week for the whole of each year. Members over 70 years and working foremen shall be exempt from all levies; only after proof of age has been produced can any member be so recognized. Any member falling sick or out of work shall be exempt from paying contributions while in such state of inactivity for the first 12 months; "should he get shopped and work less than 26 weeks the previous time of his being out of work or sick shall count as a portion of the aforesaid 12 months." The payment for funeral benefits shall commence at the end of the first year and shall be 1s. 6d. per quarter; in no case shall a member be entitled to funeral benefits or have any claim whatever on this Society if more than three quarters in arrears, the same to count from the end of the aforesaid 12 months.

Honorary Members.

2. Any member leaving the trade to follow any other employment must give notice to the Secretary at the time of his leaving, and during the time that he may be away from the trade

he shall be considered an honorary member not required to attend any meetings, and not eligible to serve in any office during such time. He shall pay 2s. 6d. per quarter to the General Fund, which shall entitle him to funeral benefits. Any honorary members returning to the plank within 26 weeks shall be entitled to all benefits, providing he was free and clear at the time of becoming an honorary member, but should he remain away from the plank more than 26 weeks he shall be entitled to Funeral benefits only until he has worked and paid 26 weeks at the current rate of contribution. Any honorary member over four quarters (i.e., 10s.), in arrears shall cease to have any claim whatever upon the Society.

WIDOWS.

3. The widow of a deceased member of this Society shall be entitled to Funeral benefit so long as she remains unmarried, on payment of 1s. 6d. per quarter to the General Fund. The first quarter's payment must be paid in advance. Any widow over four quarters (i.e., 6s.) in arrears shall forfeit all claims upon the Society. All Secretaries to inform widows of this rule.

APPRENTICES.

4. Any apprentice shall be allowed to pay one half of the usual rate of contribution during the last year of his apprenticeship, which shall

entitle him to all benefits of the Society on becoming a journeyman. Any apprentice allowing his contribution to run six weeks in arrears (sickness excepted), shall forfeit all moneys he may have paid; such apprentice to be exempt from all levies.

SHOP STEWARD'S DUTIES, ETC.

5. The members in each shop shall appoint a Steward to collect and pay to the District Stewards contributions and other moneys collected for this Society at the proper time; if he neglects to do so, he shall be fined 2s. 6d.; and should a Steward or any other member embezzle another member's contribution he shall be fined 10s., and not be allowed any benefits until the money so embezzled be paid, without prejudice to any liability to prosecution. Any member whose money has been so embezzled shall not be deprived of benefits thereby.

ARREARS OF MEMBERS.

6. Any member owing a fortnight's contribution or levy shall be caulked to pay on or before the following contribution night, and be fined 2d. Members working in country shops, paying their contributions to a District, shall pay the same at least once a month, or be fined 2d., the expense of Post Office Orders, and postage, to be defrayed by themselves. No part of a week's

contribution to be received by Secretaries or Stewards. Members working in outside shops tendering contributions (other than for Funeral benefits) more than six weeks overdue shall be referred to the District Committee before their contribution is accepted. All members working part of a week to pay full contributions. Under no circumstances shall a Secretary or Stewards be allowed to let off any member or members from paying the amount due under the caulker.

ARREARS LIMIT FOR BENEFITS.

7. Any member allowing his contributions to run six weeks in arrear shall be excluded from all benefits (except Funeral), and shall not be allowed to hold any office until the whole of such arrears are paid and he has worked and paid an additional six weeks. A fine or fines amounting to 10s., or over, debar members from benefits until paid. All fines, money to be refunded, and arrears of contribution over six weeks due, to be paid at the rate of not less than 1s. per week, together with the current rate of contribution. The Secretaries to keep a separate account of all fines and money refunded.

RULE 3.

Local (Out-of-work) Benefits.

1. The local allowance to men out of work shall be 10s. per week for 17 weeks in one year,

the year to commence on the 1st of February. No member shall be entitled to receive a second term of local benefit until he has worked and paid 26 weeks at the current rate of contribution, all weeks to count from the first declaration on. Any member having worked and paid 26 weeks commences a fresh term of benefit.

LOCAL MAY BE RECEIVED IN ANY DISTRICT.

2. A member shall receive Local allowance in any District he may be in, the Secretary to give full information in the member's book as to the amount he has received and the date when received.

FRAUDS ON THE FUNDS.

3. Should a District Committee receive information from any source that any member has causelessly left his employment, or any member in a shop endeavouring to throw himself on the funds, they shall have power to summon a deputation from the shop to investigate the matter, and if the charge be found true, the member shall not be entitled to Local allowance; and any shop Steward or other member on his behalf found to have given a false clearance under such circumstances shall be fined 5s. Further, any member of a shop found conniving at the giving of a false clearance shall be fined a similar amount.

Asking Ticket.

4. Any member being discharged from his employment must apply to the Secretary for an asking ticket, such ticket to be renewed every month, his Local pay to commence from the time of his declaring on. No member shall be entitled to an asking ticket except he produces a clearance from the shop, also a declaration form, signed by the shop Steward, stating whether he has given or got the "bag," with the time of finishing up. No member to receive Local for the day of declaring on if he worked after 12 o'clock on that day.

RULE 4.

Travelling Books and Rests.

1. Any member requiring a travelling book shall bring a clearance, signed by the shop Steward, to prove that he is entitled to the same, which shall be issued free of cost. Should it be proved to the satisfaction of the District Committee that any member has made use of a false clearance, that member shall be fined 10s. 6d.

Rests.

2. Rest days shall be allowed in London and Denton, but no member shall receive more than 1s. in a day, and only one day each journey; unless he arrives on Saturday and remains in the

district over Sunday, and not more than 3s. in each district in one year, commencing on February 1st. His Local to commence the day after his rest.

SECRETARY'S DUTIES.

3. The Secretary shall enter in all travelling books any Sick, Local, and Rests received within the last 12 months, with the dates of going on or off, or both; also how many weeks he has contributed during and since his receiving, and what arrears or fines are owing, failing which the said Secretary shall be fined 2s. 6d.

MEMBERS MUST NOT WORK WITH BOOK IN THEIR POSSESSION.

4. Any member taking out his travelling book and working with the same in his possession shall be fined 10s., and, further, no member shall be entitled to benefits until he has paid the said fine.

IMPROPER USE OF BOOKS.

5. Any member who makes an improper use of his travelling book by either defacing, altering, tearing out the leaves, or otherwise practising fraud in order to falsify his book, shall make restitution for the fraud committed, and further pay a fine of 10s.

SECRETARY MUST STAMP ALL BOOKS.

6. The Secretary must affix the District Stamp each and every time any travelling book is issued, failing which the Secretary shall be find 2s. 6d.

FINES MUST BE PAID.

7. Any member so fined must pay the same before being entitled to benefits in whatever District he may be.

RULE 5.

Emergency Benefits.

1. Each member on strike (lock-out or turn out) shall receive 18s. per week for 26 weeks, or any member who has been thrown out of employment through fire shall receive 18s. per week for a period of 9 weeks. When a member has received the 26 weeks' strike, lock-out, or 9 weeks' fire pay, he shall receive Local allowance if he is entitled thereto. When occasion requires the E. C. shall notify each District to provide its share of the expenses of any strike, lock-out, or fire, from the General Fund, and by means of a General levy, which shall be fixed by the E.C., and which must be paid weekly by all members in work. The amount allowed by the General Federation of Trade Unions shall also be paid, in addition to the above, for strike and lock-out.

EMERGENCY BENEFIT WHEN TRAVELLING.

2. Any member going in search of employment shall be entitled to receive his emergency benefit (strike, lock-out or fire) in any District he may be in.

VICTIMIZED MEMBER'S MODE OF PROCEDURE FOR BENEFIT.

3. Should any member be discharged from his employment in consequence of being appointed one of a deputation to an employer or foreman, on any dispute or grievance, or through being a picked man, or delegate, or through any other emergency (as per rules) the District Committee shall ascertain the full particulars and forward the same to the E. C., with their opinion thereon; and if the case is proved to be one of emergency, the member suffering shall receive £1 5s. per week for 26 weeks, after which he shall be placed on the Local allowance if he is entitled thereto.

FOUR WEEKS' LIMIT.

4. Any member being entitled to either of the benefits under Secs. 1 and 3 of this rule, getting shopped at hatting and holding his shop or shops for four weeks (according to the weeks of contribution paid or due), his claim for such benefits shall cease.

When Asking Tickets are not Issued.

5. During the time a strike or lock-out is on in any District, the District Secretary shall not issue an asking ticket to any stranger (travelling member), and no stranger shall be entitled to be asked for in that District, either on his contribution card or travelling book.

Relation to Felt and Stitchers and Trimmers Societies.

6. It shall be optional for Fair Trade Hatters (silk or felt men) to continue paying contribution to our books when they go into felt shops, but it shall be compulsory for them to pay to the Felt Society during such time; and it shall be optional for members of the Felt Society to continue paying to the books of the Felt Society when in our shops, but during such time it shall be compulsory for them to pay to the books of our Society. Should the Felt or Stitchers and Trimmers Societies have a shop on strike or lock-out, and shall consider it advisable that it would assist them to withdraw our members working in that shop, no strike of our members shall take place without first following the rules laid down by our Society.

7. Should any financial member of this Society be locked-out on account of a dispute

of the Trimmers and Stitchers Union, he or they shall receive pay in accordance with the terms specified in Rule 5, Section 1.

RULE 6.

Sick Benefit.

AMOUNT AND TERM.

1. Any free and clear member, being unable through sickness to follow his employment, shall be entitled to receive 10s. per week for 17 weeks in one year, such year to commence on the 1st of February. No member shall receive more than 17 weeks in one year of Sick and Local allowance combined; the number of weeks received in Local to be deducted from the number of weeks Sick benefit, and *vice versa*, no member to be entitled to a second term of Sick benefit until he has worked and paid 26 weeks at the current rate of contributions.

TIME OF PAYMENT AND MEDICAL CERTIFICATE.

2. All moneys due for Sick or Local to be paid on Friday evening. Any member requiring the Sick allowance shall send notice in writing to the District Secretary, with his name and address, also a note or certificate from a legally qualified medical man. No benefits under this Rule shall be considered due until these condi-

tions are complied with. The certificate to be signed at least once a month, if required, so long as sickness continues. No Sick pay to be allowed until the doctor's certificate is received. In any case where the District Committee deem it advisable they may demand a certificate from a medical man selected by themselves, and pay his fee from the General Fund. Should any member be found feigning illness he shall be fined 10s.

3. A member, when recovered from sickness, must declare off the Sick Fund either personally or by letter to the Secretary, not later than the evening of the day on which he resumes work, or for such neglect he shall be fined 1s.

Improper Conduct, and Members admitted over 40 years.

4. Should any member of this Society become sick through drunkenness, or any improper conduct, as adjudged by the District Committee, he shall not be entitled to the Sick benefits of this Society. Any person admitted into this Society at the age of 40 years, or over, shall not be eligible to receive Sick benefit; this includes anyone who has left the Society and ceased to pay for the space of two years, but it does not apply to the clearing of shops.

FORM OF DECLARATION ON.

Day of 19 *Address.*

Gentlemen,—I, being unable to work through being affected with illness, request to be placed on Sick benefit of the Society.

Yours, etc., Name.

FORM OF DECLARATION OFF.

Gentlemen,

Being able to resume work, I do not require the Sick benefit after this date.

Yours, etc., Name.

RULE 7.

Funeral Benefits.

1. Upon the death of any FREE member of this Society, the sum of £5 shall be paid to the widow, nominee, or legal representative of such member, if duly authorized to receive the same; and upon the death of the wife of any FREE member the sum of £5 shall be paid to him. The £5 shall be paid within 12 hours after notice of death has been received. Any member claiming for the death of his wife to produce a copy of his marriage certificate, and in all cases of death the doctor's or Registrar's certificate of death to be shown. No member to be entitled

to this benefit unless he has contributed 12 months, or if he owes more than 13 weeks' ordinary contributions. All arrears to be deducted from funeral benefits.

Nominations for Funeral.

Burial of Members by Stewards.

2. Any member may nominate a person allowed by section 10 of the Trades Union Amendment Act, 1876, to receive Funeral money. Notice shall and must be given in writing to the Committee at their next meeting respecting such nominee, stating residence and all necessary particulars. In the event of the death of any member entitled to the Funeral money, without widow, nominee, or legal representative, the Committee may appoint two Stewards to see him decently interred, for which duty the Stewards shall receive, in London 10s. each, and in all other Districts 7s. 6d. each. The residue of the Funeral money, if any, to go to the General Fund. Any deputy not attending properly to his duty shall be liable to be fined 5s. The Committee shall see that the Funeral expenses are paid. No member shall nominate any officer or servant of this Society to receive the Funeral money, unless such officer or servant be the wife, father, mother, child, brother, sister, nephew, or niece of such member.

BURIAL OF WIDOWS BY STEWARDS, ETC.

3. A widow of a deceased member of this Society who has complied with these Rules shall be deemed to be a member for the purpose only of insuring the sum of £5 at the death of such. Should no nomination have been made, and should there be no legal representative, the Secretary and Stewards shall have full power to conduct the funeral of such widow; they shall keep a just account of all moneys expended, and the residue, if any, shall go to the General Fund. For such duties they shall be paid as per Sec. 2. District officers shall inform widows paying to this fund, that they should nominate, in writing, some person allowed by the aforesaid Act to receive the Funeral benefit in case of death.

RULE 8.

MANAGEMENT OF R.D.'S.

1. This Society shall be governed by a Returning District. R.D. "meaning the whole of the District," which shall be in London or Denton, and shall change from one to the other triennially; the retiring R.D. to transfer box, copying press, all books, and other properties to the succeeding district not later than April 1st.

VOTING BY THE WHOLE OF THE SOCIETY.

2. When a vote of the whole of the Society is required, the General Secretary shall be in-

structed by the Executive Committee to send full particulars to each District simultaneously, by circular, or otherwise, and each District must call a meeting to consider the same and return their votes to the E. C., within 21 days after the receipt of any circular, report, or letter, or the votes will be lost.

CONSTITUTION AND ELECTION OF EXECUTIVE COMMITTEE.

3. The R.D. shall elect a Committee (E.C.), to consist of seven members, viz., two Bodymakers, two Finishers, two Shapers, and a President, irrespective of branch (five to form a quorum), to conduct the business; the Committee to retire from office as follows: One Bodymaker, one Finisher, and one Shaper at the end of the first 6 months, and the remainder at the end of 12 months. The R.D. shall elect others of a similar branch to take their places as they retire. The President shall remain in office 12 months. The R.D. shall also elect the General Secretary, who shall remain in office 12 months, and shall be eligible for re-election. No District Secretary whilst holding that office shall be eligible to become General Secretary. All retiring E.C. officers shall be eligible for re-election.

SALARY OF GENERAL SECRETARY AND DAY MEETINGS AND TRAVELLING EXPENSES.

4. The salary of the General Secretary shall be 10s. per week; each Committee-man shall receive 1s. for each meeting they are called on to attend, if absent without reasonable excuse to be fined 1s. If it be necessary for any Committee, Trustees, deputation or delegation to meet in the day time, they shall be paid at the rate of 10s. a day, and third-class travelling expenses, if any, shall be allowed. Any Committee-man, Trustee, deputy, or delegate absenting himself without reasonable excuse to be fined 2s. 6d. Any delegate remaining overnight away from his own District on the Society's business shall be paid at the rate of 3s. 6d. per night (Sundays included), for extra expenses .

RULE 9.

POWERS AND DUTIES OF EXECUTIVE COMMITTEE.

1. The Executive Committee shall be the General Trustees of the Society, and all legal proceedings shall be taken in their name, and they shall have power to defray the expenses connected with any legal matters undertaken in the interests of the Society so far as lawfully may be. They shall call upon any and every District, at any and every time, to supply them

with all documents that may be required by them for the government of the Society, administrative or financial, in whatever character or form.

Special Auditors.

2. The Executive Committee shall, when they think fit appoint the nearest District to select special Auditors (being members of the Society), or they, "the Executive Committee," shall appoint one or more skilled professional Accountants (not belonging to the Society), to examine the books and accounts of any District or Districts, or the general books or accounts of the Society, whenever and wherever they may direct; such special Auditors, Accountant or Accountants shall be shown on their demand all books, papers, documents, vouchers and receipts which any of them may ask to see, and may take possession of the same, or any of them. Any officer or member refusing to show or give up any book, paper, document, voucher, or receipt, when requested to do so, or having wilfully destroyed the same, shall be fined any sum not exceeding £5, which the Executive Committee may think proper to impose.

Embezzlement, Etc.

3. Any member who shall defraud or attempt to defraud the Society, or embezzle, or wilfully withhold or misapply any moneys or

other property belonging thereto, or impose upon the funds, or wilfully connive at any such offence, shall be suspended from all benefits for any period not less than six months, or for any longer time that the Executive Committee may determine; or at the discretion of the Executive such member shall be immediately excluded from the Society, and, if deemed necessary, proceeded against according to law.

EXCLUSION OF MEMBERS.

4. The Executive Committee, on receiving full particulars from a District Committee, shall have full power to exclude any member from the Society who is more than 26 weeks in arrears with his contributions, or who refuses to comply with the Rules of the Society.

DUTIES OF EXECUTIVE COMMITTEE.

5. The duties of the E.C. shall include the following. To issue free of charge uniform sets of books, letter sheets, Rules, half-yearly balance-sheets, Society stamps, and uniform contribution cards, with the names of Districts and sub-Districts printed thereon, as well as the names of all shops in each District or sub-District, to all Districts requiring such. All the printing of this Society, whether of Districts or of E.C., shall be done in Trade Union shops.

Balance-Sheets and P.O.S.B. Certificate.

6. The E.C. shall make out half-yearly, "from the returns sent in by each District," a balance-sheet of all receipts and payments, have 200 copies printed and distribute them in each District, in proportion to the members, in March and September. The E.C. shall publish a statement of arrears of contribution, fines, or other amounts, due to the Society each half year. Every balance-sheet issued must certify that the General Secretary has written to the G.P.O. and ascertained that the balance in their books compares with each Secretary's accounts immediately upon receipt of same. The E.C. shall also issue half-yearly accounts of their own income and expenditure, together with the above, or they shall be fined £1 1s.

Distribution of Funds, Etc.

7. It shall be the duty of the E.C., at the end of each financial year, to make a distribution of funds, and apportion the same according to the number of members in each District, "as ascertained by their last return," reserving at least £100 for the R.D. over their share in order to meet immediate calls of other Districts and for their own expenses. The E.C., with the General Secretary, shall examine all correspondence and answer that which requires it. They shall order any District that has funds to remit

to the District that is in want such cash as may be required, and shall take the opinion of the Society on any subject they may think of sufficient importance; if sanctioned by a majority, to be binding on the rest.

CIRCULARS AND PRINTING.

8. No circular shall be entertained by the Society unless it comes through the E.C. Any circular submitted to them by any District, they shall be compelled to submit to the Society, but may give such explanation that they may think fit. No printed circulars to be paid for out of the funds of the Society, except those issued by the E.C.

GENERAL FUND.

MINIMUM PER MEMBER, 60s.

9. Should the General Fund of this Society be reduced below 60s. per member, the E.C. shall make a levy to meet the demand required. The E.C. shall state by circular their calculations and probable amount of such levies.

ANNUAL AND R.D. MEETINGS.

10. There shall be an R.D. meeting each year, within 21 days of the issuing of the annual report. The expenses of all R.D. meetings convened by the E.C. to be paid out of the General Fund.

E. C. LEDGER.

11. The General Secretary shall keep a ledger and enter therein the amount of Local, Sick, Funeral, Rests, and any other items that the E.C. may think necessary from time to time.

RULE 10.

District Management.

ELECTION AND CONSTITUTION OF COMMITTEE, ETC.

1. The management in each District shall be vested in a President and a Committee of six, all of whom shall be elected by the District. The President shall hold office for twelve months and shall be eligible for re-election. The Committee shall consist of two members from each of the three branches. Six months from the date of their election three of the Committee shall retire, and at the end of a further six months the other three shall retire. The retiring members shall be eligible for re-election. No officer shall be compelled to stand again for 12 months, except in the London District, where he shall be exempt for three years. The Committee shall act as District Committee and Price Committee combined. It shall only be called to sit when business requires. Five shall form a quorum, and no Committee-man shall be represented by a substitute. Each member of the Committee

shall be paid 1s. for each attendance, and if absent without reasonable cause be fined 1s. Any officer falling out of work shall not thereby be disqualified from holding office.

ELECTION OF SECRETARIES, ETC.

2. All Secretaries shall be elected annually, and each District Secretary shall keep a minute book in which to enter all cases brought before the Committee with their decisions thereon indexed. Also that all letters of importance sent or received shall be copied. No man shall be eligible to hold the office of Secretary unless he is a member of the Society.

DISTRICT SECRETARIES' SALARIES.

3. The Denton District Secretary shall be paid 9d. per member per quarter, "widows excepted," according to the number of members on the books at the end of the quarter, and he shall be paid quarterly. In London the District Secretary shall be paid £1 10s. per week "non-residential." Sub-Secretaries, 10s. per quarter.

OFFICE HOURS.

4. The Secretaries shall attend at the Turnhouse at least once per day, "except Sunday," to see strangers, but the general hours of business shall be arranged by each District to suit their own convenience.

Strangers' Asking Ticket.

5. When a stranger comes into a District the Secretary shall give him an asking ticket, together with the names of shops where men are wanted. Strangers shall be compelled to be asked for in those shops. Should the man refuse to be asked for, or refuse to work when shopped. he shall receive no more pay.

Secretary's Duties.
Fines, Etc.

6. No Secretary, or any other person, shall have the power to inflict any fine not clearly defined in these Rules. Any Secretary not enforcing the penalties attached to the violation of these Rules shall pay a fine of 2s. 6d. Any member abusing the Secretary or any other officer in the discharge of his duty, or tampering with a contribution card, or any other document, shall be liable to a fine of not less than 1s.

Fines for Misappropriation, Etc.

7. Any Secretary or any member misapplying or withholding the Society's money to be subject to a fine of £5, besides refunding the amount so misapplied or withheld, the payment thereof to be regulated by the District Committee where the offence is committed.

DISTRICT CORRESPONDENCE. ETC.

8. All correspondence received by a District Secretary shall be laid before the next meeting of the District Committee. All letters must be acknowledged or answered within 24 hours or the Secretary shall be fined 2s. 6d. All letters on the business of the Society from one District to another must be written on a letter sheet, and stamped with the stamp of the District, or they cannot be acknowledged.

SPECIAL COMMITTEE MEETINGS.

9. Any member or members wanting a Special Committee Meeting shall pay 7s. before such meeting is called; notice of meeting to be sent to each Committee-man at least one day previous to the same being held. Any member not satisfied with the decision of the Committee may appeal to a General or Delegate meeting by lodging £1 1s. for the same. If the appealing member does not prove his case, the £1 1s. shall go to the General Fund, but should he succeed in proving his case the 7s. and the £1 1s. shall be refunded.

STEWARDS' DUTIES, ETC.

10. Each District shall elect two Stewards for what period they choose; they shall not be elected for less than 12 months. The pay for Stewards shall be in Denton centre 1s. per night

each, but only one Steward to sit on Friday night. The pay for Stewards in London shall be 1s. 6d. per night each; but they may only sit one night to receive contributions. Stewards absent to be fined 1s.

AUDITORS' DUTIES, ETC.

11. Each District shall elect two Auditors to serve 12 months. They shall audit the accounts every six months, and shall examine all books, documents and Post Office Savings Bank acknowledgements of the Society and report thereon. The pay of the Auditors shall be as follows: 5s. each Auditor for each audit in London; in Denton 3s. each Auditor for each audit. For E.C. audit 2s. 6d. each auditor for each audit. Any auditor neglecting to attend, after being warned, shall be fined 2s. 6d. Any auditor knowingly signing his name to a false report shall be fined £2 10s.

DISTRICT SECRETARY'S DUTIES, ETC.

12. Each District Secretary shall send half-yearly to the E.C. an audited balance-sheet of income and expenditure, giving disposal of balance. The accounts to be made up to and including July 31st and January 31st, respectively, which shall be sent to the E.C. within 28 days, failing which the District Secretary shall be fined £1 1s. (unless special circum-

stances cause delay). The District Secretaries shall forward their Bank Books to the E.C. Secretary on July 31st and January 31st, respectively.

QUALIFICATION FOR DISTRICT.

13. In future no place shall be recognized as a District unless it has 30 or more working members who are paying current rate of contribution.

MISBEHAVIOUR AT MEETINGS, ETC.

14. If at any General or Committee meeting of the Society any member or members should presume to quarrel, challenge to fight, misuse any other member, use any abusive language, or interrupt another while addressing the chair, or by any means endeavour to create tumult or confusion, and not directly obey when called to order, such member or members so offending shall, for the first offence, pay the sum of 6d.; for the second, 1s.; and for the third 2s. 6d., and be expelled from the room or meeting; and if through obstinacy he or they shall not obey the order of the chairman, the majority of the members present shall be at liberty to adjourn the meeting. Any expense attending such adjournment shall be paid by such member or members causing the same.

False Accusations.

15. Any member preferring a charge against the Secretary or other officer or member of this Society, for breaking any Rule of this Society, and not being able to substantiate the same, shall be fined 5s., and no charge shall be allowed to be made after the accuser has had knowledge of the supposed offence more than two weeks.

District Meetings Fines, Etc.

16. No District General Meeting shall be called without the sanction of the District Committee (except as provided for in Rule 8, Sec. 2, and Rule 10, Sec. 9), who shall name the time and place of meeting. The roll shall be called at the opening and close of the meeting. Any member absent at the first roll shall be fined 6d., and if absent at the second roll shall be fined 6d. extra. All members over 65 years of age shall be exempt from attending all meetings.

District Misuse of Funds.

17. Any District making use of their funds not sanctioned by these Rules shall be fined £2 2s., and shall refund the amount so made use of.

ELECTION AND REMOVAL OF OFFICERS.

18. All officers of this Society shall be appointed (or removed before the expiration of their term) by a majority of the members, at a general meeting called for the purpose, or by a general vote of the members obtained otherwise.

HOURS OF LABOUR, ETC.

19. The hours of labour for all working members shall be 11 hours per day from January 1st to June 30th, and 9 hours per day the remaining 6 months. All Saturday labour shall cease at not later than one o'clock, and not more than five hours' labour shall be allowed on Saturday. Each shop shall regulate its own time for commencing work. When only a portion of the workmen in any branch is required by the employer on any day or days, hour or hours during the week, each member of that branch shall take his turn, but he or they shall not work beyond the time previously fixed by the employer. Any member working after the time specified by these Rules shall be fined 6d. for each five minutes, and every member of a shop conniving at the same shall be fined a like amount. In no manufactory shall day work be allowed to be done by any journeyman. No working foreman shall be allowed to work at hatting beyond the hours recognized by the

Society, or he shall be under the same penalties that apply to journeymen.

CASES OUTSIDE THE RULES.

20. Any District Committee shall have power to refer to the E.C. for advice and instructions in cases of suspicion of members drawing benefits improperly; and in all cases arising outside these Rules.

PICK SYSTEM.

21. The system for regulating the prices of finishing shall be by the means of the counting glass, which is called the pick system.

OVERHAUL.

22. Any District Committee shall have power at any time to call upon any shop or shops to furnish lists and samples in order that the Society may be satisfied that the Price List is being faithfully adhered to and carried out. Should any member or members be aware of any infringement of the Price List in any branch in any shop, he or they shall report the matter, either privately or otherwise to the District Committee, who shall take it up if they consider they have sufficient evidence.

LONDON PRICES.

23. The London District shall have a free hand to regulate its own prices.

PRIVATE GARRETING, ETC.

24. The making of any private arrangement, private garreting, or other conduct beyond proper civility, that has a tendency to throw a member on the funds, or that interferes with their standing on their merits as a workman or workmen, is a misdemeanour, punishable by a fine not exceeding £5.

RIGHT OF APPEAL TO R.D.

25. Any member or members not satisfied with the decision of the District shall have power to appeal to the R.D. The Secretary of the District shall send all particulars, "without any prejudice whatever," to the E.C. Should the Secretary wilfully neglect to do so, or suppress any of the facts, he shall be liable to a fine, not exceeding £5. The E.C. shall have power to enforce the same.

ELECTION OF TREASURERS, ETC.

26. Each District shall appoint a Treasurer who shall be elected or re-elected at the half-yearly meeting at which the annual accounts have been submitted to the members, and he shall hold office for 12 months. All nominations for the said office must be sent in to the District Committee not later than January 31st in each year, the voting for which shall take place at

the aforesaid meeting, unless it be a Delegate meeting, when the votes may be taken by circular afterwards. The Treasurer may be a member of this Society, or otherwise if so desired by the District. The duties of the Treasurer shall be to cash all cheques signed by the District Secretary; such cheques must be countersigned by the Steward or Stewards. In the returning District all cheques made out for E.C. purposes must be signed by the General Secretary and President of the E.C. The Society's stamp must be put on all cheques. When required the Treasurer shall advance to the District Secretary a sufficient sum to meet the estimated current weekly expenses, which sum shall be decided by the Stewards. All contributions and other moneys received each week shall be handed over intact to the Treasurer, who shall give a receipt for the same in the Secretary's cash-book. The Treasurer shall keep a copy of the amounts in his own cash-book. The Treasurer shall keep in hand a sufficient sum to meet one week's estimated expenses over and above the current weekly expenses, as decided by the Stewards. All surplus cash above these amounts shall and must be invested by the Treasurer in the Post Office Savings Bank. The Trustees shall be the only persons who may withdraw money from the said bank, who shall receive a written authority, signed by the District President and Treasurer, and sealed

with the Society's stamp. All money so withdrawn must be handed over in the usual way to the Treasurer, and he shall give a receipt for the same. When the accounts are to be audited the Treasurer shall hand over to the Auditors all the books, cheques, or other documents belonging to the Society. The Auditors shall not recognize nor allow any items of expenditure for which a corresponding cheque is not produced. Should the District decide the Treasurer shall find a guarantee as security. The salary for Treasurer for London shall be £1 5s. for each half-year, and for Denton 12s. 6d. for each half-year. Any District not appointing a Treasurer in accordance with this Rule shall be fined £1 1s.

RULE 11.

Boys or Apprentices.

1. Any person commencing manufacturing, employing three journeymen, and having been in business 12 months, shall be entitled to one apprentice, and for ten men two apprentices; and one for every ten men in addition to that number. In all cases the qualifying term shall be the average number of men employed for the previous 12 months. Manufacturers having sons of their own shall be allowed to take one as an extra apprentice.

TIME OF APPRENTICESHIP, ETC.

2. Each Apprentice shall serve seven years; and each District shall keep a book in which shall be entered the names of the apprentices bound, together with their age, names of witnesses, and of the firm, or any other particular that may be required. The indentures, which must be legally stamped, must be witnessed by two or more journeymen, and they must be registered within one month or they will not be acknowledged. Any boy who has been on trial must be bound at the end of four weeks, and no longer time shall be allowed the journeyman who instructs the boy. The journeyman must give notice to the Shop Steward when the time is up, or he shall be fined £1 1s. for such neglect. Any journeyman signing an indenture falsely shall be fined £2 10s. Should any apprentice who has been bound in accordance with this Rule, lose his employer by death or bankruptcy of the same, or through his retiring from business, or from any other cause satisfactory to the Committee, he shall be allowed to complete his term of apprenticeship with any fair employer. Any apprentice who has served three years of his time shall be allowed to work as a journeyman (or trade apprentice) by paying the Society a weekly contribution of 2d. in the shilling on his earnings. The time of such payment to date from the

time of his losing his employer to the expiration of the time for which he was bound. A trade apprentice shall be exempt from all levies, and after contributing 26 weeks he shall be eligible to half benefits, and at the expiration of his time he shall be entitled to full benefits subject to all rules relating thereto. No employer shall be allowed more than one turnover in addition to the number of apprentices allowed by Sec. 1.

DUTIES OF SHOPS.

3. Any employer wishing to take an apprentice under this Rule, shall first ascertain from the officers of the District whether such firm is entitled, and the members in any shop allowing an apprentice contrary to these Rules shall be fined £1 1s.

APPRENTICE'S ASKING TICKET.

4. When the time of a registered apprentice has expired, he shall be received into the Society without charge by showing his indentures, duly attested, at the next District Committee meeting, until which time the District Secretary shall give a provisional asking ticket which shall entitle the said apprentice to be asked for in any shop in the District.

FOUL APPRENTICES.

5. Any journeyman binding his son in a foul shop shall be fined £5, and shall not be

entitled to any benefits until he has paid his fine and contributed 26 weeks after the fine is paid; and any apprentice going in foul shall lose the time he may have served previous to such act, so far as this Society is concerned.

IMPROPER WHIMSEYING.

6. The principle acted upon by some members in the past of teaching their own sons (not bound) being decidedly foul, any member so acting in the future shall be fined £5, or any member teaching another person (he not being a member of our Society) any branch of the trade shall be fined £5. No apprentice shall be allowed to teach an apprentice, except when the journeymen have been offered and have refused to teach the apprentice; should any apprentice do so, his case shall be considered at the expiration of his time, and he shall forfeit all claim for admission into the Society.

TIME FOR WHIMSEYING, ETC.

7. Any journeyman having an apprentice placed under him in order to teach him his trade, shall be allowed to make the best terms he can with his employer as to the remuneration he shall receive for teaching the apprentice, but the said apprentice shall be under "whimsey" at least five months. In no case shall a journeyman

be allowed to pay an apprentice wages during the time he is being taught, or he shall be fined £1 1s.

RULE 12.

Disputes upon Trade Questions and Mode of Procedure.

1. Should any misunderstanding whatever take place with an employer, the men of such shop shall send the two most suitable persons to endeavour to settle the difference with such employer, and in the event of such grievance not being removed by such mediation, the District Committee shall hold a meeting and the full particulars shall be laid before such meeting (the employer is at liberty to do the same). Should the meeting be of opinion that there should be a strike they shall send the full particulars to the E.C. Any members acting contrary to this Rule shall be fined £1 1s.

STRIKES.

MODE OF PROCEDURE.

2. The Committee of any District, upon receiving the consent of the E.C., who shall first obtain a vote of the Trade (prices excepted), shall have power in the following cases only to authorise any member or members to strike work. (*a*) If the employer or employers of any such

member or members attempt to reduce the recognised price of work as per price list at any period of the year; (*b*) or to increase the hours of labour; (*c*) or to put persons to hatting contrary to the Rules of this Society; (*d*) or refuse to employ, or discharge, a member or members on account of his or their connection with this Society: provided that such employer or employers, or his or their foreman or foremen have been requested by the shop affected to redress such grievances and have refused to do so. When a strike or lock-out has taken place, full particulars of the same shall be laid before a meeting of the R.D. within 14 days.

RULE 13.

Investment of Funds.

1. All the surplus funds under the control of each District shall be invested in the Post Office Savings Bank; the address of the local post office, and the number of the bank-book, shall be sent to the E.C., and shall be recorded by them. Every account shall be opened and shall remain in the name of the Society, and each District shall appoint three Trustees, in whose names all moneys shall be invested for the Society.

Election and Removal of Trustees.

2. Trustees shall be elected at the Annual Meeting, and one must retire each year in order

as elected. The signature of retiring Trustees shall not be accepted after the Annual Meeting, and in no case shall a Trustee hold any other office.

WITHDRAWAL OF MONEY, AND TRUSTEES' PAY.

3. When money is required, and on receiving notice from the Secretary, who has been instructed by the Committee, the Trustees shall sign the withdrawal form for the amount required. Should any Trustee refuse to sign the withdrawal form he shall be fined £1 1s. A Trustee's salary shall be 5s. per annum, in addition to pay for loss of time, as per Rule 8, Sec. 4.

TRUSTEES LEAVING DISTRICT.

4. In the event of any Trustee leaving a District to go to another, or on leaving the Society, or going abroad, he shall give notice in writing to the Secretary of his intention, and shall thereby cease to have any interest in any funds standing in his name, and another Trustee shall be appointed in his stead. Any Trustee removing from one District to another, and not complying with this Rule, shall be fined 10s. 6d., and shall not be entitled to receive his travelling credentials or benefits.

RULE 14.

Governing—Admission of Members.

1. If a man has been a member of the Society, and from whatever cause may have left it, and wishes to be re-admitted, he shall apply to the Secretary of any District for the Committee to consider his case, but no man shall be re-admitted without the sanction of the District in which the applicant may have previously committed himself, or in which he may have been at the time of his leaving the Society. If he has not been a member of the Society he shall apply to the District nearest to where he served his time. Each District Secretary shall send to the E.C. at the end of each quarter a list of all members admitted, with particulars as to age, date of entrance, amount of entrance fee, or any other particular that may be required. Any man applying to be cleared shall be informed that if after being cleared he require whimseying he shall forfeit his Asking Ticket, and any member whimseying a newly-made member shall be under a fine of £2 2s.

Applicants to Furnish True and Full Particulars.

2. Each individual applying to be admitted shall furnish the Secretary of the District where applying with full particulars as to when and

where he committed himself, or the reasons why he left the Society, and where he served his time; should it be found at any future period that a false statement had been made, or any information bearing on the case had been kept back, his case shall be reconsidered and dealt with accordingly.

ENTRANCE FEES, ETC.

3. No District shall admit a man under an entrance fee of £1 1s. (shops excepted), but they may charge as much more as the Committee consider the case requires. The man admitted must work and contribute at least 26 weeks before being entitled to benefits, but in no case shall a man admitted under this Rule be entitled to Funeral benefits under 12 months.

WHEN SHOPS APPLY FOR ADMISSION.

4. Should a shop of men wish to be cleared they shall apply to the District in which the shop is situated, or if it be not in a District then to the nearest District. If a shop be not satisfied with the decision of the District, they shall have power to appeal to the R.D., whose decision shall be final, such shop and District shall furnish the R.D. with the entire particulars of the case.

Admission of Employer and Foremen.

5. Any employer or foreman wishing to become a journeyman shall be admitted under Sections 1 and 3 of this Rule.

Foreigners' Conditions of Admission.

6. Any person coming to this country who is a member of any Society recognised by this Society, shall upon producing his credentials be admitted a member upon payment of the sum of £5, and after working and contributing 26 weeks he shall be entitled to all benefits. Any member found whimseying the same shall be under a fine of £5. Members leaving Great Britain and Ireland, and being away for five years or more, shall be considered as foreigners on their return and treated as such.

7. Any person or persons admitted or re-admitted as members, shall and must contribute 20 consecutive years, in addition to being over 60 years of age, before he can be put on reduced contributions.

RULE 15.

Management in Shops.

Drunkenness.

1. Any member coming drunk to, or getting drunk in the shop, and insulting another, shall be accountable for such conduct when sober, and

liable to a fine of 5s., neither shall a drunken man be allowed on a garret, his vote taken nor his insist regarded.

FINES FOR FIGHTING.

2. Two members fighting in a shop shall pay to the amount of 3s.—viz., 2s. by the man who strikes the first blow, and 1s. by the man who is struck; but if one man strike another in the shop without provocation (of which his shopmates shall be the judges) he shall pay the 3s. in full.

MODE OF PROCEDURE WHEN DOZENING.

3. In the event of one member "dozening" another, the "Dozen" shall not be warned until three o'clock in the afternoon of the following day, in order to give the parties time for reconciliation. The expenses of a Dozen shall be 10s. 6d., to be divided in the following manner: 2s. 6. to be paid where the "Dozen" is lodged, to be divided between the men who shall warn the "Dozen," unless it be called in before the "Dozen" shall have been warned, in that case the 2s. 6d. shall belong to the shop; 2s. to go to the Funds of the Society, and 6s. to the members who form the "Dozen." The Chairman of the "Dozen" to give notice of it to the Secretary

on the following Monday, or he shall be fined 1s. A "Dozen" lodged on Friday or Saturday shall not be called until the following Monday. Both plaintiff and defendant shall deposit 10s. 6d. with the Chairman of the "Dozen," the party winning his case to have his 10s. 6d. returned.

MODE OF PROCEDURE FOR GARRETS.

4. In order to prevent as much as possible "garrets" and "Dozens," any member being "knocked off" shall have the right to give the member who "knocked him off" the "wrong insist"; the parties may then settle the matter by the one or the other, or by conjointly paying 1s., but if they cannot agree thereto the member receiving the "wrong insist" shall call a "garret," or lodge a "Dozen" before he "hats." Should a "garret" take place, the 1s. for the "wrong insist" shall not be charged; but both plaintiff and defendant shall deposit 4s. with the shop Steward, and the party winning his case shall have his 4s. returned, the other 4s. shall be a fine to go to the General Fund. The shop Steward to forward the fine to the Turnhouse on the following contribution night.

5. No member shall sit on a Dozening, nor shall any witness be examined on a "Dozening,"

who is in a state of intoxication. Any man neglecting to attend, when duly warned or coming intoxicated, shall pay a fine of 1s. to go to the dozen.

MODE OF PROCEDURE WHEN APPEALING FROM A DOZENING TO A DISTRICT MEETING.

6. Any member "brought down" on a "garret" shall, if he thinks fit, "Dozen" his opponent; and the member losing the "Dozen" shall also pay for the previous "garret" before he "hats." Should either member be not satisfied with the decision of the "Dozen" he may call a general meeting of the District on depositing £1 1s. for the same; the decision of a general meeting on all "Dozens" to be final. Both the plaintiff and the defendant shall and must deposit £1 1s. in the hands of the Chairman before the proceedings commence; the member gaining his suit to have his £1 1s. returned, also any previous costs, as per Rules. Plaintiff and defendant shall be allowed to hear all evidence, but only one witness at a time shall be allowed to be present to give evidence, either on "garrets," "dozens," or general meetings; and both plaintiff and defendant and witnesses shall retire while a decision is being arrived at. The £1 1s. paid by the losing member shall go to the General Fund.

Members Leaving Unfinished Work and Work Paid For.

7. Any member having work out unfinished and getting shopped in another shop, shall not commence in his new shop until he gets up his work in the shop he is in, failing to do so he shall be under a fine of 5s.; and any member or members working by him, and knowing he has work unfinished at his previous shop, shall be fined 5s. each; also any member having out work that is paid for, upon no account shall commence work in another shop until he has got that work up that he is paid for, under a fine of 5s. This section shall not apply to members who cannot get their work given out by the employer, neither shall it apply to a case where work has been paid for but has not been given out, beyond the limit of £1; and this Society shall not recognize any work paid for beyond the said limit of £1. Any member shifting from one shop to another shall show his clearance to the Shop Steward before commencing work. Any Shop Steward giving a false clearance, or any member doing the same on the Shop Steward's behalf, shall be fined 5s. No member shall hold two shops, except under special circumstances, to be considered by the District Committee and ratified by the E.C., who shall receive all particulars from the District Committee.

ABOLISHED DUES.

8. All dues, such as marriage beer, garnishes, maiden garnishes, plank beer, fancy gallons, and wager beer, are done away with; and any "caulker" for such things shall not be acknowledged. No member's travelling book or clearance shall be stopped for beer money or private debts.

DUTIES OF SHORT TURNS.

9. Any journeyman asking for another without a proper asking ticket, or any member refusing to ask for another that produces such authority as is required for that purpose, shall be fined 5s., unless a justifiable reason be given for such refusal; or any member asking for another at a shop where a member or members are working (he not being of that shop) shall be fined 5s., and any man asking for himself shall be fined £1 1s. The contribution card of the District to be an asking ticket, if clear.

DAMAGED WORK.

10. All work given out to members of this Society shall be at the risk of the employer, and no deduction from wages for damaged material shall be acknowledged. Any member acting contrary to this Rule shall be fined 10s.

Declaration Forms.

11. Any member getting shopped shall have the date of the opportunity of his commencing work placed on his declaration form, by the Shop Steward, or be fined 2s. 6d., which form shall be delivered the same day by the member getting shopped to the Secretary, failing which he shall be fined 2s. 6d. His Local to be paid up to the date on the declaration form. Any member getting shopped on a contribution card shall report the same to the Turnhouse on or before the following contribution night, or he shall be fined 2s. 6d. Any member getting shopped in an outside shop and not giving notice to the Secretary shall be fined 2s. 6d., and the time he may have put in at the said shop prior to giving notice shall not count as qualifying for benefits, until he has informed the Secretary in writing.

Member Refusing to go into a Shop.

12. Any member holding a shop, and getting shopped at another, and refusing to go in to work within eight days without satisfactory cause given to the Committee, shall be fined 3s., the same to go to the General Funds; and the men of such shop to be fined a like amount if they do not lodge the information at the Turnhouse within eight days.

LIGHTS.

13. No member shall be allowed to find his own candles or other light.

FELT MAKERS.

14. Felt makers shall be allowed to work anywhere they may be able to get their prices.

RULE 16.

Bye-Laws.

1. Any Secretary advancing any moneys not due shall be fined 5s.

INSIST.

2. Any man hatting against the insist shall be fined 10s.

DISTRICTS OR SHOPS.

3. Each Shop or District may have Bye-laws, provided they do not infringe on the general Articles; in all cases the said Bye-laws must first receive the sanction of the E.C. before they can be operative.

LEGALITY OF CAULKER.

4. A "caulker" shall be considered legal if one journeyman call another out of the shop (or shall in the business room of the Society), and

in the presence of a third give out the "caulker." No "caulker" shall be recognized if given out beyond the door or gate of the business-room, shop or factory.

VOTING BY MEMBERS OUT OF WORK.

5. The District Secretary shall keep "at the Turn House" a voting-sheet, which may be signed by members out of work, if free and clear, but no proxy vote will be allowed.

RULE 17.

DISTRICTS VIOLATING RULES.

1. Any District violating any of the Rules of the Society shall be fined as follows: If the District contains 100 members, or less, £5; if more than 100 members, £10; the same to go to the General Fund.

MODE OF PROCEDURE WHEN ALTERING RULES.

2. These Rules shall not be altered, amended, or rescinded, except such be sanctioned by a majority and by a general vote of the whole Society. Anything relating to finance shall require two-thirds majority. Any proposition for the adoption of a new Rule, or for the rescinding or amending of any existing Rule or Rules, shall be sent to the E.C. at least 28

days before the end of the financial year; and they shall be submitted in the annual report. The votes upon such propositions to be returned to the E.C. within 28 days of the issue of the Annual Report. No proposition shall be submitted to the vote of the whole Society unless previously sanctioned by a majority of the members of the District from whence the proposition emanated. The result of the voting to be inserted in the following July Report, but any alteration of Rules shall be inserted in the following Annual Report.

RULE 18.

CONFERENCE.

1. When a Conference of the combined Districts shall be considered necessary by a majority of the members, as ascertained through the E.C., it shall be constituted thus: one member in 75, or part thereof.

ALL PREVIOUS RULES ABOLISHED.

2. All Rules or regulations set forth in any former circular, or other document, shall be henceforth set aside.

DISSOLUTION.

3. This Society may be dissolved by consent of five-sixths of the members.

Revisory Committee:

JOHN CATLOW
T. GOODLEY
D. D'JONGE
J. W. NEWTON
J. GOOK
A. DUEER
J. WILSHAW
F. SIMS

J. SPENCER, *President.*

J. J. HALL, *General Secretary.*

TRADE UNION ACTS, 1871 & 1876.

Certificate of Registry of complete Alteration of Rules.

Journeymen Hatters' Fair Trade Union of Great Britain and Ireland, a Trade Union. Register No. 457 T.U.

It is hereby certified that the set of Rules, copy whereof is appended hereto, has been registered under the above-mentioned Acts, in substitution for the set of Rules already registered for the above-mentioned Trade Union, this 10th day of June, 1909.

Copy kept.

J.D.S.S.

Recorded in Ireland July 12th, 1909. Reg. No. 77.
Recorded in Scotland July 12th, 1909. Reg. No. 5854.

UNIVERSITY OF ILLINOIS-URBANA
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